"PROBLEMS AND PROSPECTS OF SEASONAL WORKERS - A STUDY OF SUGAR INDUSTRY IN KOLHAPUR DISTRICT"

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INTRODUCTION:-

Sugar is one of the oldest commodity in the world sugar industry occupies an important place among the agriculture based industries. The sugar industry is one of the largest sector of the Indian Economy. After Brazil India is the second largest producer with 28.33 million metric ton sugar production. Sugar was manufactured only from sugarcane. But in 18^{th} century the development of new technology to manufacture sugar from beet started in Brazil. However, India is presently a dominant player in the global sugar industry along with Brazil in terms of production. Given below the growing sugar production and the structural changes witnessed in India.

Indian sugar industry dominates at the global level in terms of production. Indian sugar industry is highly fragmented with organized and unorganized players. The unorganized players mainly produced Gur and Khandsri, the less refined forms of sugar. The government had a controlling grip over the industry. Which has slowly yet steadily given way to liberalization.

The production of sugar cane is cyclical in nature. Hence the sugar production is also cyclical as it depends on the sugarcane production in the country. As the industry is a fragmented one even leading players do not control more than 4% market in India. However the situation is changing and players off late are striving to increase their market share either by acquiring smaller mills or by going for green field capacity additions.

Indian sugar industry can be broadly classified into two sub sectors, the organized sector i.e. sugar factories and the unorganized sectors i.e. manufacturers of traditional sweeteners like gur and khandsari. The latter is considered a rural industry and enjoys which greater freedom than sugar mills. The production of traditional sweeteners Gur and Khandsari is quite substantial. Though the trends indicate a progressive shift from traditional sweetness to white sugar over the years, they still account for about 37% of total sweeteners consumption in India.

Sugar industry is one of the oldest and largest industries in India. It ranks second among the agro-based industries and plays a prominent role in the economic life of India. Among the agro based industries, the sugar industry holds the pride place an instrument of rural reconstruction and development.

Sugar industry is labour intensive industry employing highest percentage of population of the society. Covering both organized and unorganized human resources. Sugar industry employees multi skilled workers at different levels of management. It is of prime importance form the management perspective to utilize the skills of the employees in optimum manner.

Sugar industry is second largest industry next to cotton textile industry in India. The important feature of the sugar industry is that it is located in rural area but cotton textile industries located in urban areas. It is believed that India is the original home of sugar cane. Now a days sugar production and consumption is expanded dramatically. So numbers of people are getting employment opportunities directly and indirectly from this sector.

Agriculture is a basic activity of our country. So India is known as a agriculturist country. India's 70 to 80% population depend upon agriculture. In Indian agriculture sugar cane has become an important cash crop for the farmers. India has made good progress in the production of sugar cane.

1) Importance of Sugar Industry at National Level :-

Sugar industry is working as domestic industry and it helps various other industries. It is working as a bridge between rural and urban economy. The industry has contributed the all-round development of the region by way of construction of roads establishment of co-operative departmental stores, co-operative banks, educational institutions, hospitals libraries, gymnasiums and sports activities etc. sugar industry creates directs well as indirect employment opportunities in the region. Most important contribution of the sugar industry is that is brings attitude change among the rural people. Due to sugar industry people get to adopt new techniques of farming irrigation cultivation and harvesting.

Since the sugar industry in the country uses only sugarcane as an in input, sugar company have been established in large cane growing like Uttar Pradesh, Maharashtra, Karnataka, Tamilnadu, Punjab and Gujrat. U.P. leads the tally of contributing 24% of the countries total sugar production and Maharashtra stands next with 20% contribution. The farmer co-operatives own and operate the largest chunk of the industry's total capacity. They are concentrated primarily in Maharashtra and eastern U.P. The largest number of sugar companies in the private sector are located in southern India, in the state of Tamil Nadu, Andhra Pradesh & Karnataka.

Out of 453 sugar mills in the India, 252 are in co-operative sector. 134 are private sector and 67 are in the public sector. Besides 134 units in the private sector are in various stages of implementation. A few such units are under implementation in the co-operative sector as well. But no new units have been proposed in the public sector.

2) Importance of Sugar Industry at State Level :-

In Maharashtra there are four natural regional zones. South Maharashtra, Central Maharashtra, North Maharashtra and western Maharashtra. In western Maharashtra the production of sugar cane is highest in comparison to rest the country. Therefore the number of sugar factory are also high sugar production is the primary business among farmers of the western Maharashtra region. The co-operative movement for the sugar factory started in the 1960 in Maharashtra with announcement of 12 places in the state where sugar factories could be established. The Bombay state govt. announced a capital share of one million rupees to establish sugar factories at these potential 12 places. A central committee was formed by Bombay State co-operative bank under the chairmanship of Dhananjayrao Gadgil.

In Maharashtra there are 160 sugar factories functioning. In these sugar factories number of workers are working on seasonal basis. Every year they work only four or five months. Rest of months they become unemployed.

Sugar industry is a seasonal in a character which is primarily agro based because it uses sugarcane as the raw material. Sugar factory works during the season. When the sugar cane is harvested normally from the month of Nov to end of April. Generally average crushing season differs from 116 to 165 days in India. Sugar industries are playing an important role in promoting the prosperity of the Nation.

3) Importance of Sugar Industry at District Level :-

Kolhapur is birthplace of land highness Chh. Rajashri Shahu Maharaj and many socio-economic reformers Chatrapati's dream of agro industrial commonwealth has been brought into reality by the great co-operation like Dr. V. T. Patil, Tatyasaheb Kore, Bhai Madhavrao Bagal, Dadasaheb Patil Kaulavkar, Dr. Ratnappanna Kumbhar etc.

The history of Kolhapur district is as many years old. In the year 1900 Rajashri Chh. Shahu Maharaj decides to construct a dam, so that as sured water supply of the irrigation purpose. The constructed a dam across river Bhogavati, the period form 1908-1918 which is known as Radhanagari Dam.

Kolhapur is one of the leading district in co-operative movement. There are 9624 co-operative societies in the district and there are 18 sugar factories in Kolhapur district. The total number of membership of these factories is 2.84 lakhs These sugar factories have 61.84 crore rupees share capital and 56.86 crore rupees working capital. Total crushing capacity of these sugar factories is 62.15 lakh metric ton and total sugar production is 7.56 lakh metric ton.

Now the Kolhapur have district 18 co-operative and 2 private sugar factories with total 71200 TCD. The economical, social and educational development of the region has become possible because of the sugar co-operative movement. In the Sugar industry area is available.

So researcher would like to do the research work on above said subject. In sugar factory in Kolhapur district established in 1955/56. The crushing power of the sugar factories in Kolhapur district is 2200 to 7000 mt. tone per day. The total numbers of workers is 16192, out of this 7647 are permanent and 8545 are seasonal.

The working area of the sugar factory is Kolhapur district only.

DEFINITION :-

"Season"

In sugar factories there are two types of seasons. One thing is "Crushing Season" and next one is "Off season". Crushing season means the period of each year during which sugar cane is crushed and sugar manufactured and off season means the period of each year other than the crushing season.

Seasonal Workers :-

1) A seasonal worker mean's a workers which is exclusively engaged in one or more of the following manufacturing process, namely cotton ginning, manufacture of coffee, rubber, tea, sugar or any manufacturing process. Which is incidental to or connected with any of the aforesaid processes and includes a factory which is engaged for a period not exceeding four or five months in year.

2) A seasonal workers in one who is engaged for the crushing season, provided that if he is a retainer, he shall be liable to be called on duty at any time in the off season and if he refuses to join or does not join he shall lose his lien as well as his retaining allowance. However if he submits a satisfactory explanation of his not joining duty, he shall only lose this retaining allowance for the period of his absence.

3) A seasonal worker is one the employer employed for not more than 4 months (120 days) during the prior calendar year.

STATEMENT OF THE PROBLEM :-

In India the salaries and wages dearness allowances terms and condition regarding bonus, gratuity, safety and other amenities, like availability of Quarters, fuel-electricity and levels of different nature in sugar industry are governed by the statutory acts and legislation enacted by the government and the central wage board of sugar Industry.

The working of sugar factory in all the states of India are regulated by the factories act, the problems of seasonal workers in the sugar factory of the Kolhapur district are in a way peculiar.

The present study is entitled as "Problems and Prospects of Seasonal Workers - A study of sugar Industry in Kolhapur District."

The above district sugar factories are well known factories in our district. The sugar cane crushing period is from Nov to Mar/April i.e. 5 or 6 months. The actual processing of sugar cane for rest period is totally off. Thus these workers get the job for 5 to 6 months and become unemployed for rest period. So this study aims to study the socio-economic condition, family condition, educational condition of seasonal workers of sugar factory in Kolhapur district.

OBJECTIVE OF THE STUDY :-

- To examine the various problems and prospects faced by seasonal workers in off period.
- To assess the wage structure, nature of salary, leave facilities provided by sugar factories to seasonal workers.
- To understand the problems of seasonal worker in recruitment, training and promotion etc.
- To examine the education background and the family background of the seasonal worker.
- To study welfare facilities provided to seasonal workers in sugar factories.
- To study the earning sources of seasonal workers in off period.
- To suggest corrective measures for the implementation of labour welfare facilities and programme for the seasonal workers.

HYPOTHESIS :-

1. Seasonal workers are facing the problem of unemployment in off season.
2. Sugar factories provide various facilities to seasonal workers.
3. Seasonal workers are facing the problems in re-recruitment and promotion.
4. The education level of seasonal workers and their family members is not up to the mark.
5. All seasonal workers do not get earning sources in off period.

SCOPE AND LIMITATION OF THE STUDY :-

By the end of December 2000 there were 14 sugar factories in Kolhapur district and all of these were co-operatives. Nearly 70% workers of these co-operatives are the seasonal

workers and are discontinued every year after the crushing season. The seasonal workers were purposely selected for the study because their life standard is most adversely affected by due to seasonal work and poverty.

The present study is related to seasonal workers of sugar factories in Kolhapur district. In future this study will be useful to sugar factories management to provide good welfare facilities to seasonal workers. This study is also useful to research scholar student in future for their study in social work.

This study is very important to the sugar factories seasonal workers. The proposed study is covered to highlight overall problems of seasonal workers of selected factories in Kolhapur district. The study uses the formula for determine the working hours, welfare schemes, salary, leave facility, medical facility etc. This study deals with all problems of sugar industry.

1) It is not possible to study all 18 co-operative sugar factories. So seven co-operative sugar factories have been selected for this research.
2) This study is related to Kolhapur district only.
3) The private sugar factory is not considered for this research.
4) The study relates to the selected co-operative sugar factories in the Kolhapur district.
5) The study does not necessarily cover problems of seasonal workers working at all the sugar factories in Kolhapur district problems of seasonal workers.
6) In this study the researcher has concentrated on problems of seasonal worker of sugar factories in Kolhapur district.

METHODOLOGY :-

The study area is Kolhapur district the researcher selected his own district for the study because the researcher knows the life conditions of the seasonal workers.

Tools of data collection :-

1) **Primary Data** – The primary data will be collected from following ways-
    a. **Interview schedule** – The interview schedule will be prepare and arrange the interview with seasonal workers discussion method will also followed.
    b. **Observation** – To collect the data the observation method in also used.
2) **Secondary Data-** Secondary data will be collected from the following ways.
    a. Annual reports of each sugar factory.
    b. Published books & articles.
    c. Magazines.

d. Unpublished M.Phil. and Ph.D. Thesis.

e. Research paper

f. Indian sugar year books co-operative quarterly.

g. Indian sugar monthly issues / newspaper / unpublished data from time office of each sugar factory.

SAMPLING:-

From the available respondents 10% of respondents will be selected for the study. The selection of the study area has been made purposively to the Kolhapur district. As the sugar industry is a leading and organized industry in the district 10% of the seasonal workers from each sugar industry were selected on the basis of proportional stratified random sampling.

There are 18 sugar factories in Kolhapur district. In these factories nearby 16192 are the workers out of which 7647 are the permanent workers and the remaining 8545 are the seasonal workers. The data shows that the seasonal workers are more than the permanent workers. Therefore I selected the present topic for my research work. Out of 18 sugar factories I selected 7 sugar factories for the study. In these seven factories nearby 2949 workers are the seasonal workers out of which I selected 300 seasonal workers for my research work. The following table shows the data analysis of the selected seasonal workers in 7 sugar factories in Kolhapur district.

Sr. No.	Name of Sugar Factory	Permanent Workers	Seasonal Workers	Total	Sample%
1	D. V. S. S. K. Ltd. Bidri	650	639	1289	65
2	A.S.S.S.K.Ltd. Gavase	251	337	588	35
3	B.S.S.K.Ltd. Parite	616	626	1242	60
4	S.S.K.Ltd. Kagal	486	443	929	45
5	K.S.M.S.S.K. Ltd. Hamidwada	340	280	620	30
6	S.I.G.B.M.S.S.K. Ltd. Tambale	120	90	210	10
7	A.N.S.S.K.Ltd. Harali	470	534	1004	55
Total			**2949**	**5882**	**300**

CHAPTER SCHEME :-

1) Introduction
2) Review of literature
3) Profile of Kolhapur District
4) Research Methodology
5) Analysis and interpretation
6) Conclusion and suggestion

APPENDIX :-

Bibliography

Interview schedule

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